



APRIL 2021

AFFILIATE OF



SHRM Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Don't forget to pay your 2021 dues for your SHRM Montgomery membership!

Date: Thursday, April 15, 2021

Topic: The Second Chance Program

Speaker: Mike Farrell, ARC of Montgomery

Time: Lunch Meeting
11:30am to 1:00pm



Montgomery Country Club (MCC)
3001 Narrow Lane Road
Montgomery, AL 36106



MONTGOMERY COUNTRY CLUB



UPCOMING MEETINGS:

- ❖ **May 20, 2021** – Criminal Enforcement of Employee Benefits Plans
- ❖ **June 17, 2021** – Everything You Need to Know About Outplacement but Haven't Had Time to Ask
- ❖ **July 15, 2021** – How to Develop Your Virtual Interviewing Playbook

***Please go to <http://shrmmontgomery.shrm.org> and click the "Meeting and Events" tab to register.

We have the bigger banquet room so this meeting will be open to members, guests and students (with a maximum of 56 people). We will still be following all CDC and Social Distancing guidelines. There is no cost for All-Inclusive members. The cost for Basic members is \$15 and the guest and student fee is \$20.

Remember, reservations must be made by 12:00pm on Friday, April 9, 2021 so that we can give a final head count. Any SHRM Montgomery member, guest, or student who registers for a meeting/lunch and does not show up or cancel at least 3 days before the start of the meeting, will be billed for the cost of the lunch. This includes all-inclusive members. We are serving individual plates; therefore, no drop-in attendees will be permitted. We are strictly limited to the number of seating we reserve. In order to register, you need to login to your account on the SHRM Montgomery website.

APRIL 15, 2021 Speaker's Biography



Mike Farrell
ARC of Montgomery
Mike@ARCOfbessemer.com

Alliance Reentry Centers or ARC is a 2nd Chance reentry and success center that believes they can help men and women re-enter society and become whole and successful citizens again. Alliance believes that reentry starts at sentencing and that there needs to be a “Re-entry Plan” for each person sentenced. The key components to success are making sure when men and women are released, they have all or most, of the tools they need to succeed; from simple government identification to affordable housing, food, and most importantly, a job. ARC is there to give a Hand Up not a Handout. Success translates and equates to ultimately, helping to fix the overcrowding problem and saving taxpayer money which can then be allocated to other areas.

Mike Farrell has been in the re-entry arena for over 30 years. Previously with the Foundry Re-Entry of Birmingham where he served for over 20 years before retiring as the Director. Mike came out of retirement to assist ARC with their Re-Entry program in Bessemer and has been with them for one year. Mike puts his skills as a certified counselor to work each day by helping build up people who need a second chance.

News and Information

Check out the latest edition of the HR Professionals Magazine on our website. To view it, follow the link below:

<https://shrmmontgomery.shrm.org/news>

PLEASE WELCOME NEW MEMBERS

hello

ELIZABETH WORTHINGTON
Student - Faulkner University

hello

SUSAN MCCARRON
Student - Auburn University

hello

ASHLEY GUY
Walgreens
Student - Faulkner University

hello

NAOMI HEADRICK
Montgomery Radiology Associates

hello

MARY DAVIS
ASK Telemarketing

hello

MARY WILLIAMS
Dynamic Employment Solutions LLC

BLOG

The “BLOG” section of our website is back. You can use this to ask questions and get feedback from our members about situations and/or problems you are having. Be sure to check it out to join the conversation.



Legislative Update: **Thomas Anile, SHRM Montgomery Board Member**

The American Rescue Plan Act was signed into law on March 11th, 2021. There are many facets of this new law, but some of the major takeaways that impact businesses are:

- An extension of the \$300 weekly federal supplement to unemployment benefits until Sept. 6th, 2021 as well as an extension of Pandemic Unemployment Assistance (PUA) and Pandemic Emergency Unemployment Compensation (PEUC). The first \$10,200 in unemployment benefits are tax free if a household earns no more than \$150,000.
- Allocation of \$50 billion to small businesses. \$28.6 billion is to be used for a new grant program that will provide funds to restaurants, bars, and additional venues that had to close during the pandemic. The Paycheck Protection Program (PPP) has been expanded to cover digital media companies and nonprofits.

<https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/Congress-Sends-COVID-19-Economic-Relief-Bill-to-Biden.aspx>

The Protecting the Right to Organize (PRO) Act was passed by the House of Representatives on 3/9/21. It now moves to the Senate for consideration. While it faces a considerable challenge of passing in the Senate, if it is enacted into law in its current state, the bill will:

- Allow unions to require workers at unionized companies to pay union dues.
- Expand the definition of an “employee” so much as to all but remove the idea of an independent contractor.
- Ban the use of class-action waivers in arbitration.
- Make it easier for two employers to be considered joint employers.
- Increase damages under the National Labor Relations Act.

https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/House-passes-PRO-Act-2021.aspx?utm_source=marketo

On 3/22/21, the Senate voted to confirm Boston Mayor Marty Walsh as the new secretary of labor. At his confirmation hearing, Walsh promised increased inclusion, diversity, and equity, and he spoke of ramping up the enforcement of employee safety. Walsh has a history working with and supporting unions.

https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/Walsh-confirmed-as-DOL-secretary.aspx?utm_source=marketo&utm_medium=email&utm_campaign=editorial~HR%20Daily~NL_2021-3-23_HR-Daily&linktext=Walsh-Confirmed-as-Secretary-of-Labor&mkt_tok=ODIzLVRXUy05ODQAAAF7_qMDJVYZDcn2R65OaPBhrpBeLPkW8HtbORTsYEyD_p3QcEXr9iapE26XKfhiaeQ2FLasQhcRmdVjpYndm09SW8M54ZucSfL-tDppiaLnImNqPw



If you are planning to attend AL SHRM 2021, please use the link below to register as it helps out your local SHRM Montgomery Chapter!

<https://alshrm20.eventbrite.com/?aff=0092>

NEW DATES & NEW LOCATION!

September 9-12, 2021
Las Vegas & Live Online

The SHRM Annual Conference & Expo 2021 is moving to Las Vegas, NV September 9-12, 2021

SHRM21

The solution HR professionals need today
to cultivate a better workplace tomorrow.

IN-PERSON & VIRTUAL PASSES AVAILABLE

REGISTER NOW

Date and Location Change

If you are planning to attend the SHRM21 National Conference, in-person and virtual opportunities are available. You can register at the link below:

[SHRM Annual Conference](#)

2021 SHRM Montgomery Board Members

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Tawanna Bedgood
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Core Leadership Areas:

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SHRM Foundation
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